The Art of Negociation

ECTS : 3

Volume horaire : 18

Description du contenu de l'enseignement :

This course is based on Interested-based negotiation strategy developed at Harvard University. Whether you will become vice president of a company, a litigator, manager, or human resources director, or someone in sales, negotiation will be central to nearly every part of your professional activity. Systematic and thorough preparation, as well as an ability to manage shared, different, and conflicting interests, is
critical to negotiation success. Designed to address the core issues that you will experience as you negotiate on behalf of your clients, organizations, or yourself, this course provides a theoretical framework for thinking about business and managerial negotiations. You will address distinct challenges faced by business professionals - ranging from multi-party, complex negotiations to situations involving difficult
people and behaviors - and acquire proven strategies for overcoming them.
The course is divided into 6 sessions each comprising 45 minutes of lecture followed by a practical simulation. The last 30 minutes of each course is dedicated to a debriefing of the simulation as well as a review of the key strategies learned in that session. This course isn't on Moodle.
1 Introduction to Negotiation
2 Distributive Bargaining
3 Interested-Based Bargaining
4 Creating Value
5 Effective Communication
6 Final Negotiation (exam)

Compétence à acquérir :

By the end of the course, students will be able to:
- Decode the key steps to successful negotiation and apply them in diverse contexts.
- Analyze and acquire essential negotiation skills for working effectively with foreign partners.
- Manage conflicting, divergent, and common interests to reach mutually beneficial agreements.
- Identify their strengths and weaknesses as negotiators and use this insight for improvement.
- Apply a strategic framework for handling differences and building agreements.
- Implement effective techniques for dealing with difficult negotiators, including understanding behaviors and tactics.
- Utilize tools to master complex negotiations involving multiple participants and interests.

Mode de contrôle des connaissances :

Class participation and attendance: 50%
Final exam (practical) = 50%
- Written = 25%
- Oral = 25%

The numerical grade distribution will dictate the final grade. The passing grade for a course is 10/20.

Attendance

Attendance is mandatory. Students are expected to attend all classes, arrive on time, and stay for the entire session. Repeated absences or lateness may affect the final grade.

Class Participation

Active participation is encouraged, as it contributes to making classes more engaging and instructive. Students are expected to come prepared and contribute thoughtfully to discussions. When participation is part of the course assessment, it is evaluated based on the quality of contributions rather than their quantity.

Exam Policy

Students are not allowed to bring any materials into exams, except those explicitly authorized by the instructor. Unexcused absences from exams or failure to submit assigned cases will result in a grade of zero when calculating final averages. All exams must be submitted at the end of the examination period.

Communication and Grading

All questions or concerns regarding grading or course policies must follow the official procedures. No direct negotiation with

instructors about grades or assessments is permitted.
Be aware of the rules in Université Paris Dauphine about plagiarism and cheating during exams. All work turned in for this course must be your own work, or that of your own group. Working as part of a group implies that you are an active participant and fully contributed to the output produced by that group.

Bibliographie, lectures recommandées :

- Getting to Yes by Roger Fisher, William L. Ury, and Bruce Patton (1991)
- Negotiation and Settlement Advocacy: A Book of Readings by Charles Wiggins and Randolph Lowry (2005)
- Getting Past No by William Ury (1993)
- Beyond Winning: Negotiating to Create Value in Deals & Disputes by Robert Mnookin et al (2000)
- Getting Ready to Negotiate by Roger Fisher and Danny Ertel (1995)
- Getting Together: Building Relationships as We Negotiate by Roger Fisher and Scott Brown (1989)

Associate Professor at Dauphine. An American and Canadian lawyer specializing in negotiation and arbitration, Ollivia de La Vallière studied at Harvard University in the United States and Queen's University in Canada. She is a former student of environmental law at Vermont Law School and obtained her Juris Doctorate at Osgoode Hall Law School in Toronto. She also holds a degree in International Affairs from Sciences Po Paris. Ollivia specialized in negotiation for many years as a business lawyer in North America. She has been teaching negotiation at Paris Dauphine University since 2010.

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